

30 October 2020

9(2)(a)

Tēnā koe 9(2)(a)

We are replying to your request (below) for information relating to Pacific women on boards:

*I'm filling this form under that Official Information Act 1982 requesting the names of those Pacific women members and/or any information that would answer any of the following questions:*

- 1) Do Pacific women board members share common characteristics and opportunities?;*
- 2) What is the route they take to selection?;*
- 3) What are the selection criteria and recruitment processes of boards that have Pacific women members?*

*In the absence of related information, I will use publicly available information about the 68 Pacific women members to answer these specific questions in order to answer the overarching question of 'How do Pacific women make it into state sector boards?' Data from each of the 68 Pacific women board members will be filed separately and coded to ensure confidentiality is adhered to.*

We would like to acknowledge the interest in your research on Pacific women and women on state sector boards and committees. Like you, we are very keen on the diversity of women nominated and selected for state sector boards and committees.

In regards to your questions, there is not a central place where details of the women on state sector boards are collected, so we are unable to answer all of your questions.

### **Names and characteristics of Pacific women board members**

Under section 9(2)(a) of the Official Information Act 1982 (*withholding of the information is necessary to— (a) protect the privacy of natural persons*), we are unable to provide you with the names of Pacific women state sector board members. Additionally, the information you have asked for relating to Pacific women on state sector boards sharing common characteristics or opportunities is not held in an easily extractable format. Under section 18(f) of the Official Information Act 1982 (*that the information requested cannot be made available without substantial collusion or research*), this information is not able to be provided.

The only analysis that may be possible is where board members' details are public for each board. Many agencies have a page on their website showing board members and their background. If members disclose their ethnicity this information may be of use to you.

### **Selection process for Pacific women board members**

With regard to obtaining a state sector board or committee role that is appointed by the Cabinet Appointments and Honours Committee, individual agencies can differ in their approach. For example, some publicly advertise for roles and others have a database of candidates. In general, applicants apply for a state sector board role through an appointing agency, such as The Treasury or the Ministry of Health. If they are shortlisted for a role, then there may be an interview process. Shortlisted candidates are often put forward to Ministers, and Ministers choose their preferred candidates to then put forward for approval by the Cabinet Appointments and Honours Committee.

The Ministry for Women and the Ministry for Pacific Peoples both manage nominations databases which are used for suggesting members to appointing agencies for state sector board and committee roles. Regarding women joining our nominations database, this is open to any woman, and individuals are able to join our database by creating their own profile here – <https://women.govt.nz/leadership/nominations-service>.

You can find more information on the journey to appointment the Ministry for Women follows on our website here – <https://women.govt.nz/leadership/nominations-service/journey-appointment>. We cannot provide you with information about the recruitment or selection processes of appointing agencies as we do not hold this information.

To answer your question of 'How do Pacific women make it into state sector boards' we would recommend that you contact the Ministry for Pacific Peoples to ask if they have any insights into this topic. They can be contacted at [contact@mpp.govt.nz](mailto:contact@mpp.govt.nz).

We would be happy to discuss any of this information with you, or provide more background to our Nominations Service and the work that the Ministry does to promote women in governance. The Ministry's Manager Nominations, Kelsi Lopatecki-Cox, would welcome hearing from you. Kelsi can be reached by email – [kelsi.cox@women.govt.nz](mailto:kelsi.cox@women.govt.nz).

Please note that this response, with your personal details redacted, may be published on the Ministry's website. If you have any concerns or comments related to this, please let us know by replying, within two weeks, to this email.

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

Nāku noa, nā



**Renee Graham**  
Chief Executive